

CITY OF KALAMAZOO

ORDINANCE NO. 2080

**AN ORDINANCE TO AMEND SECTION 2-237
OF THE KALAMAZOO CODE OF ORDINANCES**

THE CITY OF KALAMAZOO ORDAINS:

§ 2-237 Retirement allowance for general members and general member administrators; multipliers; early retirement reduction.

- A. Upon his or her retirement as provided in this article, a general member shall receive a straight life retirement allowance, and he or she shall have the right to elect to receive his or her retirement allowance under an option provided in § 2-240 in lieu of a straight life retirement allowance. His or her straight life retirement allowance shall consist of the following benefits:
- (1) An annuity which shall be the actuarial equivalent of his or her accumulated contributions standing to his or her credit in the annuity savings fund at the time of his or her retirement; and
 - (2) A pension that, when added to his or her annuity, will provide a straight life retirement allowance equal to the number of years and fraction of a year of his or her credited service multiplied by the percents set forth below of his or her final average compensation:
 - (a) For a general member represented by the Kalamazoo Municipal Employees Association who retires in 2006, the multiplier shall be 1.9% of his or her final average compensation, but on or after January 1, 2007, the multiplier shall be 2% of his or her final average compensation; on or after January 1, 2008, the multiplier shall be 2.1% of his or her final average compensation; further, a post-retirement adjustment of 1.5%, compounded annually, shall be provided to those KMEA members who retire on or after March 13, 2000, so long as said retirant has been retired for one year (if he or she retires at or after age 63) or upon the retirant's 64th birthday (if he or she retires prior to age 63); said post-retirement adjustment shall not apply to deferred retirements. Effective January 1, 2002 the PRA described above shall increase from 1.5% to 2.0% when the retiree reaches the age of 75.
 - (b) For an exempt employee who retires on or after January 1, 1999, the multiplier shall be 2.3% of his or her final average compensation. Retirements on or after January 15, 2024 shall receive a post-retirement adjustment of 2% in January of each year, which is compounded annually; An exempt employee shall not be eligible for a post-retirement adjustment of 2% if he or she takes a deferred retirement. A general member administrator who retires on or after October 1, 2020, shall be entitled to a 2.7% multiplier of their final average compensation and shall receive a post-retirement adjustment of 2% in January of each year, which is compounded annually; A general member administrator shall not be eligible for a post-retirement adjustment of 2% if he or she takes a deferred retirement. For both exempt and general member administrators, said adjustment will be implemented for the first January following the actual retirement date.

- (c) For a member represented by AFSCME who retires on or after October 2, 2005, the multiplier shall be 1.9% of his or her final average compensation, but if on or after October 2, 2006, the multiplier shall be 2% of his or her final average compensation, but if on or after October 2, 2007, the multiplier shall be 2.1% of his or her final average compensation; further, a post-retirement allowance of one percent, commencing one year after the member's date of retirement and compounded annually thereafter, shall be provided to those AFSCME members who retire on or after March 1, 2000; after the retirant reaches age 75, said annual adjustment shall be two percent, compounded annually. The retirement adjustment shall not, however, apply to those who retire pursuant to a deferred and / or a reduced retirement;
- (d) For a member represented by the ATU, the multiplier shall be 2.1% of his or her final average compensation; further, a post-retirement allowance of 1%, commencing one year after the member's date of retirement and compounded annually thereafter, shall be provided to those ATU members who retire on or after March 1, 2000; after the retirant reaches age 75, said annual adjustment shall be 2%, compounded annually. The retirement adjustment shall not, however, apply to those who retire pursuant to a deferred retirement; and
- (e) For a member employed in a civilian, nonsworn capacity at the Kalamazoo Department of Public Safety, and who is in a bargaining unit represented by the Kalamazoo Police Officers Association, who retires in 2006 the multiplier shall be 1.7%, but on and after January 1, 2007, the multiplier shall be 2.1%. For retirements after January 1, 2022, they shall receive a post-retirement adjustment of 1.5% in January of each year, which is compounded annually. The post-retirement adjustment shall increase from 1.5% to 2.0% when the retiree reaches the age of 75; An exempt employee shall not be eligible for a post-retirement adjustment of 2% if he or she takes a deferred or reduced retirement. Said adjustment will be implemented for the first January following the actual retirement date.

Subparagraphs B-E remain unchanged.

All former ordinances or parts of ordinances conflicting or inconsistent with the provisions of this ordinance are hereby repealed.

CERTIFICATE

The foregoing is a true and complete copy of an ordinance adopted by the City Commission of the City of Kalamazoo at a regular meeting held on January 2, 2024. Public notice was given, and the meeting was conducted in full compliance with the Open Meetings Act, (PA 267, 1976). Minutes of the meeting will be available as required by the Act, and the ordinance was duly recorded, posted, and authenticated by the Mayor and City Clerk as required by the Charter of said City.

David Anderson, Mayor

Scott A. Borling, City Clerk